

**Corn, Deb <cityclerk@cityoftahlequah.com> Wed, Feb 24, 2010 at 10:49 AM**

To: Requester

(1) Employment discrimination against city employees:

(This comes from our Personnel Policies which was amended and adopted by the City Council in May 2009)

Section 200

#### 201-EQUAL EMPLOYMENT OPPORTUNITY/NON-DISCRIMINATION POLICY

The City of Tahlequah is committed to providing equal opportunity to all employees and applicants for employment.

There shall be no discrimination against any employee or applicant on the basis of race, color creed, religion, national origin, age, sex, disability, or veteran's status. This commitment extends to every aspect of employment, including recruitment, selection, placement, training, compensation, promotion, transfer, layoff, recall, and disciplinary action.

The Assistant City Administrator and the Human Resources Director have been assigned the responsibility of ensuring that all phases of personnel administration are in harmony with this policy. The responsibility for administering this policy is delegated to Department Heads and Supervisors.

(2) The City does not have an ordinance which prohibits employment discrimination in the general public. When the city does not have an ordinance concerning a certain matter then we automatically follow state or federal guidelines. If we had an ordinance that did not agree with the state or federal guidelines then it would be useless because state and federal laws trump city ordinances.

(3) The City has not enacted any legislation on hate crimes so once again we follow state and federal guidelines.

I hope this has been helpful. I didn't seem to provide you with much information. If there is anything else I can do please let me know.

Thanks,

Deb